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Executive Registry

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MEMORANDUM FOR: Director of Central Intelligence
 VIA : Executive Director-Comptroller
 SUBJECT : CIA Retirement by Executive Action
 of the Director for a Limited
 Number of CSCS Careerists

1. This memorandum submits a recommendation for approval of the Director. This recommendation is contained in paragraph 11.
2. The attached memorandum presents a proposal for the retirement on their own initiative of certain CS employees whose capabilities to perform effectively in the sphere of clandestine operations is, for a variety of causes, tending to diminish and to become more limited in scope.
3. The causal factors mentioned in the preceding paragraph fall generally into the following categories: requirements in CIA for the particular skills and capabilities of these individuals have ceased to exist; the validity of their coverages is no longer supportable; they are medically qualified but are no longer willing to undertake and/or able to fulfill CS assignments which usually demand dynamic response or encompass stringent living conditions or require continuously long hours of concentrated duty, or all of these.
4. A statutory requirement for retirement under the CIA Retirement and Disability System is performance of five years of qualifying service, which has been construed by the Retirement Board from the cases so far considered as overseas service and hazardous duty (in the literal sense).
5. Many of the individuals referred to above have performed well for many years and meet all the criteria required by the CIA Retirement System except that they have not and probably will not meet the requirement for five years of qualifying service as presently viewed in fact by the Agency and the Retirement Board.

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 GROUP 1
 Excluded from automatic
 downgrading and
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6. In view of the fact that no definitive criteria for qualifying service other than overseas and hazardous duty have yet been established, it is now proposed that the Director should take a broader view of what constitutes qualifying service and that the Board and other Agency officials (including the Director of Personnel and others designated by the Director) not be brought into this decision-making process.

7. It is believed that the regulations, the statute, and the explanations furnished to our congressional committees afford a sound basis for a broader interpretation of qualifying service than has been applied in fact up to date.

8. Meanwhile the Board will continue to develop its procedures with relation to the great bulk of Agency cases, -- procedures which are evolutionary in character and which frequently involve far-reaching precedents.

9. In view of the limited number of cases which would fall under this construction, it seems clear that a reasonable number of retirements, say an initial 20 in number, can be completed by action of the Director within the legal limitation of 400 retirements for the 5 year period ending in October 1969, without seriously affecting the functioning of the system as such.

10. This proposal has the concurrence of the Office of General Counsel, and the Director of Personnel, and is hereby transmitted through the Executive Director-Comptroller for his concurrence also.

11. It is recommended that the Director, acting on the case-by-case proposals of the Deputy Director for Plans in accordance with the foregoing (and such other proposals from Agency officials as appropriate), designate Agency employees as participants in the CIA Retirement and Disability System and simultaneously approve their retirements at dates determined to be in the best interests of the Agency.

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Deborah Fitzgerald
Deputy Director for Plans

Concur:

See memo dtd 15 Nov 66
to DDP/LW/Ellie-Compt
Executive Director-Comptroller

The recommendation contained in paragraph 11 is approved.

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